

# **NORTH DAKOTA CHILD AND FAMILY SERVICES NEW 5 YEAR PLAN AND FINAL REPORT FOR 2000 - 2004**

## **I. INTRODUCTION**

The accompanying plan represents the consolidation of IV-B Subparts I and II , the Child Abuse Prevention and Treatment Act Plan, and the Chafee Foster Care Independence Program Plan. This plan reflects planning and activity through Fiscal Year 2009. This document also includes the final report for fiscal years 2000 – 2004.

## **II. ADMINISTRATION OF THE PLAN**

The North Dakota Department of Human Services has been designated by the Governor of North Dakota as the single state agency responsible for administering Title IV-B of the Social Security Act, Child Welfare Services, CAPTA and the Chafee Foster Care Independence Program Plan. The Children and Family Services Division of the North Dakota Department of Human Services has administrative responsibility for the Child and Family Services Plan, the policies and procedures relating to children and families and for program supervision and technical assistance for the delivery of public child welfare services. (See the appendix for the organizational chart relating to the Children and Family Services Division.)

### **A. County Social Service Boards**

There are 53 local county social service boards providing human services. The county social service board delivery system is locally administered and state supervised. County social service staff are employees of the county and they operate their human service programs in accordance with state policy, direction, law, regulation, and contracts.

### **B. Regional Human Service Centers**

Regional human service centers are located in the primary economic, medical and business centers of the state. The eight regional human service centers were created by the 1981 North Dakota Legislative Assembly. In addition to direct provision of treatment and evaluation services, the human service centers provide direction and program supervision of child welfare services provided by county social service boards.

## **III. CHILD AND FAMILY SERVICES CONTINUUM**

The Children and Family Services Division is responsible for program supervision and technical assistance for the delivery of public child welfare services. The Division administers child protective services, which includes child abuse and neglect prevention and intervention. In addition the Division administers the interstate compact on the placement of children, early childhood services, Child Fatality Review Panel, foster care services, independent living services, subsidized guardianship, services to pregnant teens,

parent aide services, prime time child care services, respite care services, safety/permanency funds, the Children's Trust Fund and other children services. The Division approves all applications for adoption in the state and contracts with three private child-placing agencies for provision of adoption services for children with special needs. Contracts have been developed with private agencies for the provision of services to refugees and Intensive In Home Services.

#### **A. Public/Private Providers**

The Children and Family Services Division collaborates with a number of public, private, and faith based providers in carrying out the continuum of services. This includes but is not limited to:

1. Catholic Family Services for special needs adoption services.
2. Family foster homes, therapeutic family foster homes (PATH), group homes, residential child care facilities and residential treatment centers for the provision of foster care;
3. PATH North Dakota, Inc. also provides in-home family support, respite and reunification services;
4. The Village Family Service Center for intensive in-home family services, special needs adoption services;
5. Lutheran Social Services for intensive in-home family services, special needs adoption services, and refugee services including out-of-home care for unaccompanied minors;
6. Lutheran Social Services for tribal consultation/technical assistance for tribal child care development block grants and special needs adoption;
7. The University of North Dakota for training of foster and adoptive parents and child welfare social workers;
8. Youthworks for Independent Living Services and shelter care;
9. Three Affiliated Tribes, Charles Hall Youth Services, Home on the Range, and Dakota Boys and Girls Ranch for providing Independent Living Services;
10. Three agencies providing resource and referral services in early childhood services on a statewide basis;
11. Division of Juvenile Services and children's mental health for collaboration and implementation of the wraparound process across systems;
12. Prevent Child Abuse North Dakota for coordination and implementation of child abuse and neglect prevention activities;

13. Parent and Family Resource Centers for parenting education and parent mutual self help groups for child abuse and neglect prevention.
14. Child Advocacy Centers to assist in the investigation of child physical and sexual abuse.
15. North Dakota State University for Fatherhood Initiative.

These examples illustrate the importance of the public/private partnership in North Dakota in the delivery and continuum of child and family services.

## **B. Target Populations**

The target populations for the CFSP delivery system are identified as follows:

1. Parents in need of parent education and family support;
2. Children who are suspected of being abused or neglected and their families;
3. Children who have been adjudicated to be deprived, delinquent or unruly and who are in need of foster care and their families;
4. Children from the foster care system who are free for adoption (or an adoption is planned) and their adoptive families;
5. Adolescent and high risk unwed parents and their children;
6. Children who are at risk of becoming any of the above populations;
7. Children in need of early childhood services and their families; and
8. Unaccompanied minor refugee children and refugee families requiring case management.

In addition, the Department licenses or regulates agencies or individuals providing care to the above populations to assure quality care and recipient safety.

#### **IV. VALUES, BELIEFS, AND PRINCIPLES**

The following statements represent the **vision and values** of the North Dakota Department of Human Services, Children and Family Services Division for the child welfare service delivery system.

**A. Safety of children is paramount.**

**B. Unconditional commitment to working with families and children is provided.**

1. Families are provided with respect, honesty and openness.
2. The family's language is utilized. Jargon is avoided.
3. We are committed to never giving up on children and families while keeping children safe.
4. Setbacks may reflect the changing needs of family members, not resistance.

**C. Families are full and active partners and colleagues.**

**("VOICE AND CHOICE")**

1. Voice: The family is listened to, heard and valued. The skills and knowledge of the family members are essential to the change process.
2. Choice: Families are provided information on choice and identifying where choices exist and where there are limitations on choice. The outcomes of different choices are discussed.
3. Family members have clear voice and choice in the process. They are full members in all aspects of the planning, delivery, management and evaluation of services and supports.
4. The family's view is respected. Families are the experts with their own children.
5. Safety is paramount in all systems and choices are made to ensure that children, families and communities are safe.
6. The "expertise" of the system is valuable when discussing "bottom lines" such as: legal mandates, court orders, negotiable and non-negotiable rules/policies etc. The system can let go of power and allow families to make decisions when safety is assured.

**D. Services are culturally responsive.**

1. Cultural diversity is valued and respected.
2. Each family is culturally unique.
3. Differences are valued as strengths.
4. The impact of culture on workers and agencies is recognized and understood.

**E. This is team driven.**

**Global Concept:** Partnering with other systems and natural supports of families, help bridge the complexity of our work. Partnering is no longer a luxury, but essential because problems are too big and too complex. Collaboration produces results and it provides clarity for families and children/youth who interact with numerous systems which can be confusing at times. The team process allows us to

focus on the whole child/family and be better positioned to address issues negatively impacting their functioning.

1. Families, children, natural and conventional supports, and agencies are all part of the team.
2. A multi system assessment is needed to help provide the family with the necessary resources.
3. Collaboration between systems and team members is important in building and delivering effective services to families. Teams work together and share core values, beliefs and principles.
4. The multi system approach provides shared risk with involved families.
5. The team approach provides for an integrated system of care.

**F. Services focus on strengths and competencies of families, not on deficiencies and problems.**

1. Strengths discovery is central to getting to know the family.
2. Strengths are utilized in developing the plan with the family.
3. Strengths are utilized in addressing the safety needs of the children and families.
4. The strengths of all family members and supports are assessed in developing the plan.

**G. Service plans are outcome based.**

1. Plans address the needs of the children and family.
2. The needs of all family members are identified and addressed in the plan.
3. Goals and tasks with measurable outcomes are established to address change (rather than compliance).
4. Services and supports are built on strengths that are unique to the family and child.
5. Family members are full partners in establishing plans.
6. The single plan of care is utilized across systems.
7. The wraparound process provides outcome oriented plans rather than compliance based plans.

**H. Services and plans are individualized to meet the needs of children and families.**

1. Plans are flexible in nature.
2. Families should have access to services that they need.
3. Services and supports can be coordinated into one plan.

**I. Resources and supports, both in and out of the family, are utilized for solutions.**

1. A balance of formal and informal, natural and conventional supports is utilized.
2. Families are key in identifying supports.
3. The community is recognized and respected as a key resource and support.

**J. People are the greatest resource to one another.**

## V. VISIONING/ASSESSMENT AND PLANNING

The planning for the FY 2005 through 2009 Child and Family Services Plan included the facilitation of focus groups across the state. The focus groups were held with County Social Service Agency Directors, County Social Service supervisors, Regional Representatives of County Social Service Programs, Division of Juvenile Services, providers including private and public, parents, foster parents, and Tribal representatives. The discussion included three major Child Welfare areas with an emphasis on safety, permanency and well-being: Policy/Legislation; Systemic, (Courts, Human Services and Counties); and Programs, (best practice and training). The groups identified issues in each of these areas and ranked the top five in each. A summary of the work generated from the focus groups and attendees can be found in the appendix.

The Children and Family Services management team reviewed the work from the focus groups and selected the top 7 issues that will be incorporated into the Child and Family Service Plan for the next 5 years. They include:

- Workload Analysis – Proactive Structured Supervision
- Performance Based Contracting
- Foster/Adopt Recruitment and Retention Continued and expanded Efforts
- Implement a Mental Health Screening for Children
- Improve Communication – Counties, Regional HSC, Private Providers, Courts and Legislature
- Cross Systems Training – Continue to Implement Wraparound
- On going training for supervisors and social workers

These efforts will be described in more detail in other sections of the plan.

The work that was generated from the focus groups will be re-visited each year to determine if additional objectives can be added to the Child and Family services plan. Several of the issues identified will be addressed through policy changes and revisions.

All of the above align with the North Dakota Department of Human Services Strategic Plan and the Program Improvement Plan. In addition the Children and Family Services Division will continue to conduct annual **Regional Child and Family Services reviews** as a major Quality Assurance effort. More detailed information can be found in the North Dakota Program Improvement Plan, which is posted on the North Dakota Department of Human Services web site, [www.discovernd.com/government/](http://www.discovernd.com/government/).

Other initiatives that were discussed in the focus groups that North Dakota plans to carry forward in the next 5 years include:

- Implementation of **Kinship Care** as a TANF program statewide. The TANF families who are eligible for Kinship Care would receive a monthly TANF grant in addition to supports that includes childcare assistance, clothing allowances, assistance with legal fees to secure legal Guardianship and other miscellaneous

expenses. Currently three Counties are demonstrating this program, which will be evaluated to determine next steps for statewide implementation.

- **Family Group Decision Making** will be explored as an option for those families where it makes sense. This process appears to work very well with Native American families. Two Counties have used this concept with several families and have experienced very positive outcomes.

## **VI. IMPROVE COMMUNICATION/JOINT PLANNING**

The Children and Family Services Division will continue to meet with a sub-group of County Directors on quarterly basis to discuss issues related to services for children and families. The County Directors as a whole meet monthly. The Director of the Division and other administrators will meet with this larger group as needed. Quarterly meetings with the Child Welfare supervisors of Wraparound Case Management will be scheduled. Interactive Video Conferencing will be used to facilitate these meetings and when appropriate face-to-face meetings will occur.

The Division will continue to meet with the Regional Representatives of County Social Service Programs every other month to discuss program and policy issues and changes. On the off month an Interactive Video Conferencing will be scheduled.

The Child and Family Services Reviews will occur in each region of the state on an annual basis. As a part of the reviews, stakeholder meetings will be held, providing an opportunity for communication with foster parents, public and private providers, Juvenile Court and other community members. A Supreme Court representative will attend the stakeholder meetings to identify consistency issues across the judicial system in each region.

The Division will continue to work closely with the Court Improvement Project through the Supreme Court to improve communication with Judges, State's Attorneys and Juvenile Court staff. Foster parents and social workers in some regions are concerned about the delay in the legal process or miss use of the legal process for children who are in the custody of the County and or Department.

The Regional ACF Representative will be invited to attend joint planning meetings with the CFS staff, Tribal staff, and any Technical Assistance provided by National Resource Centers. In addition an invitation will be extended to participate in one or more of the Regional Child and Family Services Reviews.

## **VII. CHILD AND FAMILY SERVICES GOALS**

- To promote safe, secure, nurturing living environments and protect children from abuse or neglect within their families as well as in alternative settings.
- To successfully complete the Program Improvement Plan (PIP) goals and objective.

## **VIII. FINAL REPORT/ DESCRIPTION OF OBJECTIVES FOR NEW 5 YEAR PLAN**

The Child and Family Services Plan serves as a basis for evaluating achievements and includes measures to ascertain the quality, efficiency, and effectiveness of programs. By utilizing outcome measures in the plan, we set targets and track progress towards those targets.

The plan contains two basic types of information: 1) program output/demand information, and 2) program outcome/efficiency information. Program output/demand information typically consists of case and/or client counts. It is a measure of "how much" is being done such as how many clients we served in a program. This type of information can be used as a gauge of program demand in the future, based on the trend. The second type of information, the outcome/efficiency information, is a measure of how well the programs are delivering the service. The decision-making is improved by utilizing both types of information.

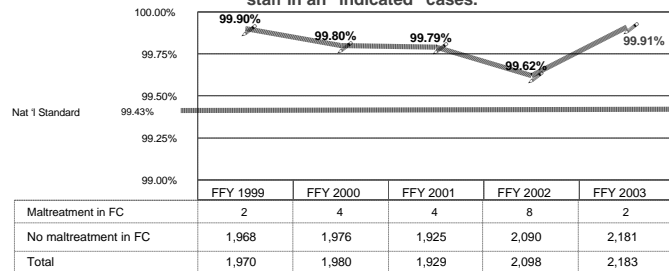
In order to simplify the plan, measures have been selected that best capture the nature of child welfare programs and correspond closely with Program Improvement Plan and national measures. The plan has been formatted into graphical charts that represent the trends and goals for the measures over the last 5 years. In order to ensure consistency for the data that is reported, the trend data coincides with the reporting time periods that a program typically uses. The data was reported up to the most recent time period available for that program.

The Final Report in each objective will be shaded and will be followed by the new 5-year Child and Family Services Plan.

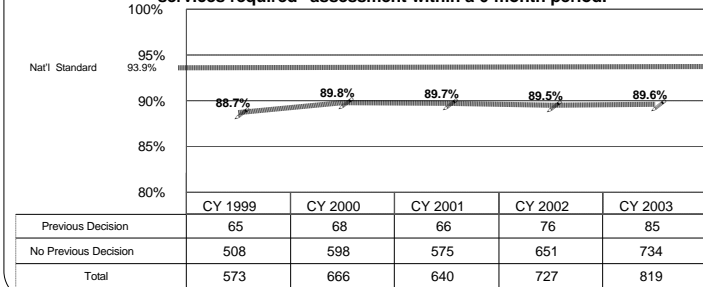


North Dakota Department of Human Services  
**Children and Family Services**  
 Strategic Plan Measures - Updated 6/01/2004

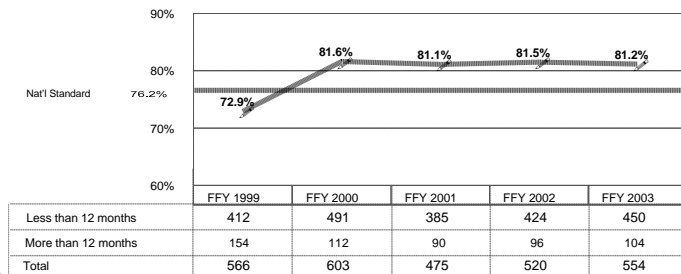
Of children living in Foster Care in the reporting period, 99.43% or more will not be an alleged victim of maltreatment by 1)a foster parent in a child abuse and neglect assessment that results in a "services required" decision or 2) facility staff in an "indicated" cases.



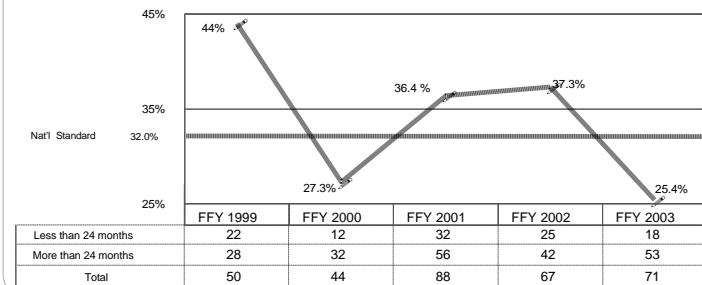
Of all children who were victims of child abuse and/or neglect (services required) during the first 6 months of the year, 93.9 percent or more children did not have another "services required" assessment within a 6-month period.



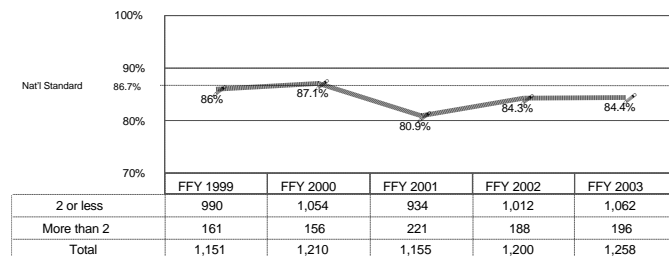
Of children who were reunified with their parents or caretakers at the time of discharge from foster care, 76.2% or more children were reunified in less than 12 months.



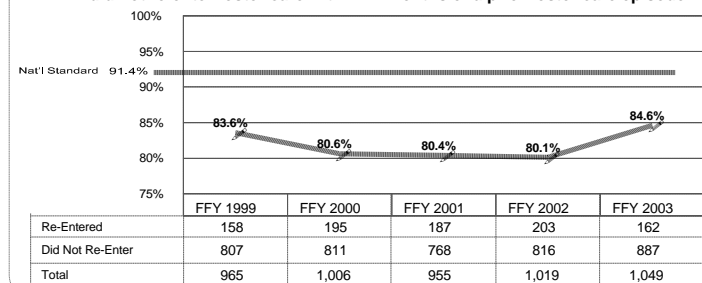
Of all children who exited foster care to a finalized adoption, 32.0% or more children exited care in less than 24 months from the time of the latest removal from home.



Of all children who have been in foster care less than 12 months from the time of the latest removal, 86.7% or more had no more than two placements.

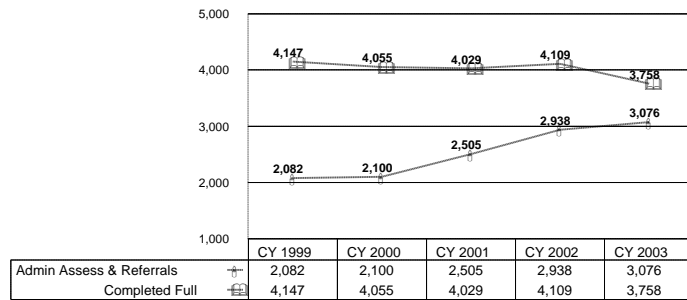


Of all children who entered foster care during the year, 91.4% or more of these children did not re-enter foster care within 12 months of a prior foster care episode.

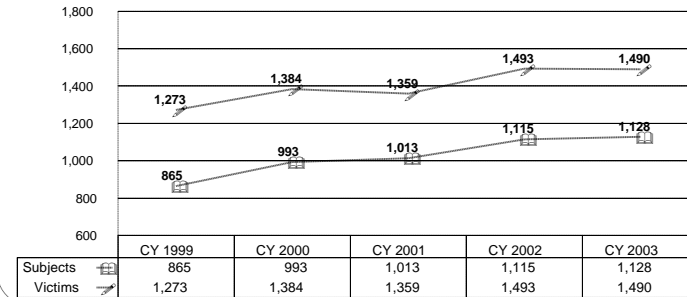


North Dakota Department of Human Services  
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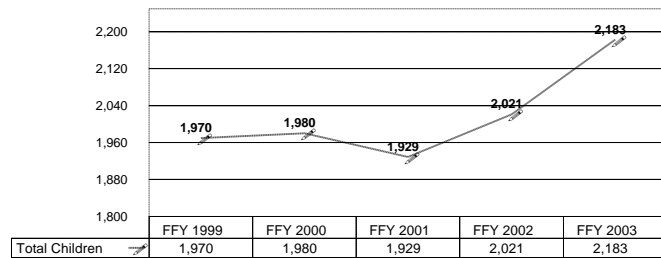
**Child Abuse and Neglect Reports**



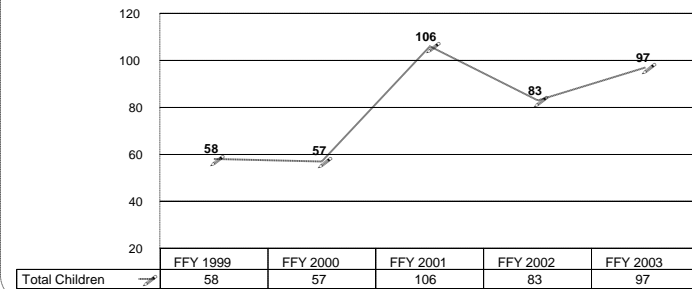
**"Services Required" Subjects (Perpetrators) and Victims by Year**



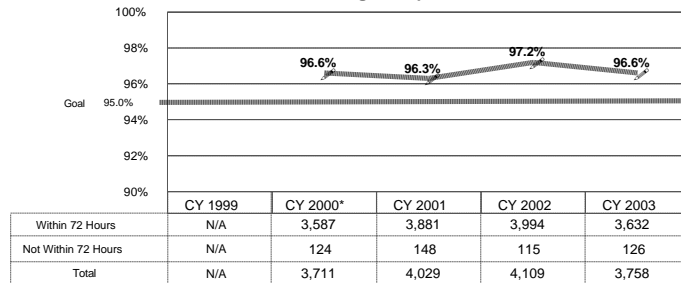
**Children Served in Foster Care**



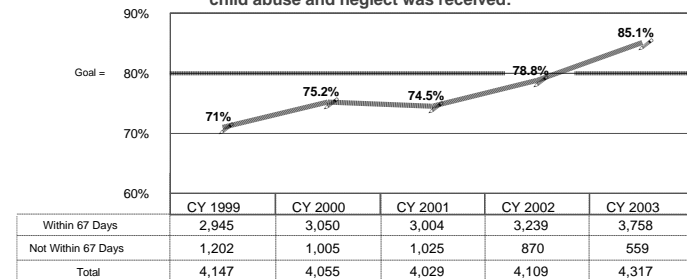
**Number of "Special Needs" Adoptions (i.e. Adoptions from Foster Care)**



**The percentage of CPS full assessments initiated within 72 hours from the time the child abuse and neglect report was received:**



**The percentage of full assessments have the completed, final written report to the regional office within 67 days (or by the extension deadline) from when the report of child abuse and neglect was received:**







## **IX. COORDINATION WITH TRIBES**

### **Final Report:**

The North Dakota Department of Human Services and the four tribes of North Dakota have sponsored annual ICWA conference for the past three years. During December 2003 and January 2004, four focus groups were held on each reservation regarding ICWA. Representatives from the county social services, regional human services, juvenile courts, tribal courts, attorneys, Division of Children and Family Services and tribal social services staff attended. These regional groups provided information that will be used to build stronger regional communication to deal with ICWA issues. In addition, this information was considered for inclusion in the upcoming five year plan.

### **Child and Family Services 5 Year Plan:**

During the next 5 years, particular emphasis will be given to joint planning, funding and delivery of services for Native American children and their families. In particular, this will include making federal administrative dollars available to Tribes to aid in tribal administration of foster care, child protection, adoption, and family preservation services.

The Native American Training Institute plans and delivers training for tribal child welfare workers, tribal foster parents, tribal judges and others. The institute is under the direction and control of the Tribes of North Dakota. The following is the plan that was developed as a result of the focus groups that will be coordinated with the Tribes and the Native American Training Institute:

#### Trainings

- A. Develop ICWA Resource and Training Center for social workers, lawyers, courts, parents, foster parents, community education, etc
  - Develop Qualified Expert Witness training and data bank.
  - Develop tribal child welfare database as related to ICWA cases.
  - Define a process for identifying tribal identity.
  - Develop an ICWA monitoring and compliance Board.
- B. Cultural Competency Training
  - Continue to provide training to ensure workers, foster parents and others working with Native children are trained in tribal practice.
  - Provide education on use of natural supports in wraparound training for state and county support workers who serve off reservation Native Children.
- C. Develop opportunities to impact higher education.
  - Stipend program with University of North Dakota BSW and MSW students who are willing to work in rural areas (growth from 2 to 12 participants).
  - Chaffee Act for children exiting foster care and entering college before the age of 21 (ensure utilization of funds).
  - IV-E \$ available for current social workers to pursue further classroom hours.

**D. Methamphetamine Issues**

- Identify a tribal/state approach in placing children of meth addicted parents.
- Develop training for child protection workers in dealing with meth addicts/families/children. (safety, health precautions, protocol)

**E. Evaluation/Research/Data**

- Develop a system of care Management Information System (MIS) for tribal child welfare. Ensure ability to interface with and compatibility of state and tribal MIS systems.
- CCWIPS--Identify where and by whom tribal children are placed.
- Assess and evaluate program and/or changes to 1993 CWLA Report for Status of Native American Children. (state/NATI collaboration)

**F. Parent/Guardian/Youth Involvement**

- Support North Dakota Native American Foster Parent Association. Encourage collaboration with the North Dakota Foster Parent Association.

**Tribal Agreements**

**Final Report:**

The Children and Family Services Division has recently renegotiated Tribal agreements to allow Tribes to claim Title V-E administrative reimbursement. This process is described in the North Dakota approved cost allocation plan.

**Child and Family Services 5 Year Plan:**

North Dakota has tribal agreements with the Indian tribes in North Dakota. These agreements will continue with all four Tribes in North Dakota for the next 5 years. The agreements provide for payment of Title IV-E in situations of tribal custody where the child is Title IV-E eligible and reimbursable. The tribal social services staff are invited to the training sessions offered related to "ASFA" and "Title IV-E". The Title IV-E cases are reviewed (Permanency Planning) on a quarterly basis with tribal staff.

**X. EVALUATION AND TECHNICAL ASSISTANCE**

**Final Report:**

Baseline information was determined as a result of the Federal Child and Family Services Review in September 2001 for all of the measures in the plan. An analysis and evaluation of the objectives has been completed with results for children and families that can be found in the Charts. The results of this evaluation will impact the service planning for children and families for the next five years. The Research and Statistics Division of the Department has reduced the number of staff available to provide assistance with evaluation and research.

The Children and Family Services Division requested and received approval for technical assistance from the National Resource Center for Family Centered Practice. The TA focused on children's mental health needs. North Dakota did not meet the national standard in the area of children's mental health during the Federal CFSR in September 2001. A focus group consisting of County Social Service staff, Regional Human Service Center staff, private providers, Division of Juvenile Services, parents, foster parents, Children and Family Services staff, ND Supreme Court, UNDCFS Training Center, and tribal representatives, met in March and April 2004. Issues were discussed, prioritized and a work plan was developed with outcomes. One of the outcomes will be the implementation of a **Mental Health Screening Tool** that will be used as part of the Wraparound Process. A tool will be selected and training provided for case managers. This group will meet again in the fall to further define the work plan.

### **Child and Family Services 5 year Plan:**

The National Resource Center for Family Centered Practice will provide technical assistance to North Dakota to explore workloads in the child welfare system. A **workload analysis** will be conducted in the next year. Information gained will be used to help determine if additional resources are needed to implement wraparound case management in the child welfare system. Please find a brief description below:

Family-Centered Workload Analysis will assist North Dakota to realistically establish standards and timeframes to assure for safe and permanent families for each child. This recommended process is unique to Public Child Welfare Services and the related functions of Intake, Assessment and Ongoing Family Services; the data will guide Leaders toward strategies that structure (1) timeliness and accuracy of case decisions and (2) management of limited agency resources.

The task requires significant data collection and interpretation in order to:

1. Identify and clarify the average number of hours (per month) available for front-line staff to respond to families - directly/indirectly on the case activities.
2. Identify and clarify estimated average amount of time per function (per family) required for family-centered approaches, accurate case decisions and case movement.
3. Identify and clarify total number of hours (per family) per month demand upon front-line staff.
4. Identify and clarify the causes for demand and capacity imbalance and management solutions.

The results of this study will be shared with County Social Service Agencies and the legislature, which convenes in January 2005.

In addition to the workload analysis North Dakota will request technical assistance and training for supervisors. The training will focus on what is called "**proactive structured supervision**". Proactive structured supervision promotes an enhanced role for the child

welfare supervisor to provide routine, highly structured reflection and oversight of practice and case management. The supervisor guides workers through a systematic, frequent, clinical review of all case information with safety, permanency, and well being as the driving forces for case activities in child welfare.

North Dakota will continue to receive TA from the NRCFCP to finish the work of the Children's Mental Health work group.

The Division of Children and Family Services will work with nonprofit providers and County Social Services Agencies to develop at least one **Performance Based Contract**. The Division will arrange for technical assistance from a National Resource Center to work with providers and the Department. The technical assistance will provide information on performance based contracting, identify areas for potential contracting and assist in developing a frame work for the initial performance based contract.

## **XI. TRAINING PLAN**

### **Final Report:**

The Children and Family Services Division through a contract with the University of North Dakota, Children and Family Services Training Center, provided child welfare certification training to 175 social workers in the state over the last 5 years. Over the past 5 years approximately 125 youth attended an Independent Living teen conference facilitated by the Training Center. The Training Center facilitated several special training projects that include: Initial training for Child Welfare Supervisors, Initial Parent Aide training for new parent aides, Training on the Safety, Strength, Risk Assessment tool and Foster Family Assessment training.

Implementation of the Wraparound Process case management model is one of the major components of the North Dakota Program Improvement Plan. This is a collaborative effort with the Division of Juvenile Services, Children's Mental Health and PATH. A very detailed description of the Wraparound Process and the action steps leading to full implementation can be found in the appendix as a part of the Program Improvement Plan. Since March 2003 10 week long training sessions occurred. A total of 400 staff have been trained, 140 Child Welfare and 260 Division of Juvenile Services, Mental Health and PATH.

The wraparound case management process is week two of the four week child welfare certification training. The Director of the Training Center participated in the development of the wraparound curriculum. The Training Center assisted with local arrangements for seven week long wraparound certification trainings and two annual 2-day trainings in the state in the past year.



The Training Center provides and coordinates PRIDE training. Foster PRIDE/Adopt PRIDE is a program for the pre-service training, assessment and selection of prospective foster parents and adoptive parents. This program is based on the philosophy that knowledgeable and skilled foster parents and adoptive parents are integral to providing quality family foster care and adoption services. They, like social workers, should be qualified, prepared, developed, selected and licensed or certified to work as members of a professional team whose goal is to protect and nurture children and strengthen families.

The Training Center helps to coordinate all PRIDE activities in the state. It trains trainers, compensates regional trainers who provide the local training, and provides reimbursement to foster parents who attend the training. On occasion, Training Center staff will provide part of the training upon request. From February 2000 through January 2004, sixty-six social workers, foster parents and adoptive parents attended the Training For Trainers. More than 120 persons have attended the training since our first session in 1997. At this time there are 80 “active” trainers in the state.

Training for social workers who complete foster/adoptive home studies has been a recent priority of CFSTC. Three sessions of the PRIDE Model for Conducting a Mutual Family Assessment have been completed. Training was held March 12-14, 2002, April 23-25, 2002 and June 24-26, 2004. One hundred eight (108) social workers attended.

CFSTC has maintained an accurate total of the number of individuals (not the number of licensed families) who attended PRIDE pre-service training since January 2002. These would include both foster and adoptive parents. They are:

2002 – 390 participants

2003 – 434 participants

2004 – 106 participants through the first quarter of the year

The Training center provides training for PATHND Inc., which includes the following:

Treatment Foster Care in the state of ND, as administered by PATH ND Inc., has adopted the Non-Violent Crisis Intervention model developed by the Crisis Prevention Institute (CPI) of Brookfield, Wisconsin. This program is a copyrighted proprietary model of therapeutic interventions.

The overall goal of the CPI model is to intervene in a crisis situation in a way that provides for the care, welfare, safety, and security of all who are involved in the incident. The program clarifies the basic elements of a crisis and how a situation can escalate into a crisis. Proven strategies of de-escalation are identified and discussed within the context of having foster children in one's home.

All PATH foster parents and staff are required to attend a 12-hour session on Non-Violent Crisis Intervention presented by certified trainers in the CPI model. It is also a PATH requirement that all should attend an annual refresher course that reviews the major elements of the CPI model. This has been a requirement since 1999. Six annual sessions of approximately 25 participants each, have completed the training:

2002-133 participants, 2003-124 participants and 2004-27 participants (through the first quarter).

PATH foster parents are required to complete the Treatment Foster Care Training within the first 18 months of licensure. This training consists of fifteen (15) hours of training on specific topic areas designed to address the special needs of children in treatment foster care. Areas covered during this training include, but are not limited to, the following:

- Understanding the dynamics of child abuse and neglect
- Handling allegations of abuse in the foster home
- Fostering the chemically dependent/recovering youth
- Adolescent depression and suicide
- Cultural diversity
- Understanding emotionally and behaviorally disturbed youth

This training is assessed annually for curriculum changes to ensure that the needs of the foster parents are being met efficiently. Three to six sessions are held annually, with approximately 25 participants in each group: 2002-54 participants, 2003-28 participants, and 2004-61 participants (through the first quarter). The requirements for this training changed from initial licensure to “within the first 18 months in 2002, so there was a significant drop in numbers for 2002. This will increase significantly again in 2004/05. PATH foster parents are also required to complete the PRIDE training within the first six months of licensure.

### **Child and Family Services 5 Year Plan:**

The Children and Family Services Division will continue to contract with the University of North Dakota, Children and Family Services Training Center to provide child welfare certification training semi annually to new child welfare social workers in the state. **On going training for supervisors and social workers** will be identified as part of the training plan. PRIDE and treatment foster care PATH training will also continue to be provided. A very detailed work plan outlining the expectations of the activities of the University of North Dakota Training Center can be found in the appendix.

Title IV-E funds will be made available through a contract with the University of North Dakota to offer stipends to students who want to work in child welfare. These students must have been accepted into the MSW and BSW social work program at UND. Two students are now receiving stipends and the goal is to have approximately 12 students per year graduating under the stipend program. A copy of the Stipend Contract can be found in the appendix.

The division will continue to use Title IV-E training resources for the Independent Living Program to train staff and sponsor a Teen Conference that serves approximately 25 youth annually.

The division will continue to provide the wraparound certification training that will include three trainings each year, two as a part of the child welfare certification and one additional session. A two-day wraparound re-certification training will be provided semi-annually for staff. This training will focus on needs identified by certified case managers related to implementation of the wraparound process. Training on **how to access and use natural supports in the community, and how to write goals that are outcome based** are examples of needs identified.

## **XII. ADOPTION INCENTIVES**

### **Final Report:**

Incentive Funds received were used to fund North Dakota's special needs adoption collaborative, the AASK Program. During the past five years, and in response to the growing numbers of children being placed for adoption as the result of the ASFA, these private provides, but publicly funded program grew from a small program that employed three front line adoption workers state wide, to a comprehensive adoption service program that now funds thirteen professional staff providing adoption services statewide in collaboration with the public child welfare system. The service this collaborative provides includes recruitment, training and assessment of families, child preparation and placement, child specific recruitment, and post placement follow up services.

### **Child and Family Services 5-Year Plan:**

Should the state receive further adoption incentive funds, consideration will be given to funneling those dollars to additional specific post adoption services, in particular, the provision of case management services in concert with the Wraparound model, for those post finalization families who are in need of the service.

## **XIII. RECRUITMENT OF FOSTER/ADOPT PARENTS**

### **Final Report:**

A Foster Care and Adoption Recruitment/ Retention task force met to identify and share statewide foster home recruitment and retention activities. Those in attendance represented the state level administrators, regional human service centers, county social service boards, tribal social services and adoption agencies. Also attending were representative from PATH, the Children and Family Services Training Center and the Native American Training Institute. Individuals presented regional project reports, which addressed successful recruitment/ retention activities.

Grant money was made available to each regional of the state to support local recruitment retention campaigns. Regional coalitions were formed to promote foster and adoptive programs. Other statewide recruitment/ retention efforts include:

- Web site designed to offer information regarding foster care and provide a “contact me” section for individual interested in receiving more information about foster care. Included in the website is an area specific to American Indian fostering;
- Public service announcement created and distributed statewide recruiting foster parents;
- Governor declared May as “Foster Care Month” in North Dakota. A photo was taken with the governor, foster parents and state and county representatives. A proclamation was sent to each foster parent with the governor’s signature;
- A workgroup has been organized to revise the “Foster Parent Handbook”, a resource handbook for foster parents.
- The Governor has declared each November “Adoption Awareness Month” in North Dakota. Annual Adoption Celebrations have drawn attention to the need for adoptive parents for children from foster care. These celebrations are co-sponsored by the Department and various child placement agencies. Recruitment needs are featured regularly in adoption and foster care newsletters – “Foster Communications” and the “AASK Newsletter”.  
The AASK Newsletter is published quarterly and focuses on child specific recruitment needs

### **Child and Family 5-Year Plan:**

The CFS Division has arranged for training and technical assistance days from Adopt US Kids in order to conduct a statewide assessment and facilitate a statewide foster care/ adoption recruitment plan. This plan will be designed to provide statewide goals and objectives that will be addressed locally by the regional recruitment retention coalitions and the AASK Program. This plan will be reported in the yearly CFSP report.

The state has also designated a Regional Response Team (RRT) for the Adopt US Kids national recruitment campaign. The RRT will be facilitated through the AASK program and will make referrals of those inquiry to regarding the national campaign to local counties, private providers of foster care and adoption services and Tribes as indicated by the individual inquiring. They will also develop packets of information that will be distributed to those inquiring and will follow up with them every two weeks until an interested party has begun the process of home study for either foster care or adoption assessment.

North Dakota, Minnesota and Wisconsin through PATH, INC received a \$2 million federal grant from the Children’s Bureau to bolster adoptions in rural area. The Initiative is called **Rural Expansion of Adoptive Communities and Home (REACH)**. The program will recruit, educate and support special needs adoptive families in the rural areas of all three states. REACH will work to increase adoption in rural areas by improving families’ access to pre- and post-adoption information, education and support. REACH will also endeavor to strengthen existing rural adoptive families and communities. In North Dakota a special emphasis will be placed on rural Native

American families and children. For more information go to the REACH web site at [www.adoptinfor.org](http://www.adoptinfor.org).

#### **XIV. INTER COUNTRY ADOPTION ACT OF 2000**

##### **Final Report:**

Children adopted from other countries qualify for adoption and post adoption services, as would any child who is a resident of the state. Adoption specialists provide information and referral services to families who inquire or present with a need. Family preservation services are available to families who are at risk for out of home placement and may be accessed through the local County child welfare agency. Pursuant to PA 01-01, it is unlikely that foreign born adopted children would qualify for adoption assistance, other than reimbursement of non-recurring expenses for those few children who may be designated as special needs and whose parent applies for such reimbursement prior to finalization of the adoption.

The following information is provided pursuant to the reporting requirements of the Intercountry Adoption Act of 2000. These numbers are reported for children who entered foster care in North Dakota in calendar year 2003, who were adopted from a foreign country. There were no children who entered foster care during this period who were adopted from other countries and who entered into State custody as a result of the disruption of a placement for adoption or the dissolution of an adoption

##### **Child and Family 5-Year Plan:**

Data has been collected on all children who enter care who were previously adopted through our CCWIPS system, and with recent upgrades, we are now able to determine those children who enter care who were adopted from a foreign country.

Planning is underway to develop a more comprehensive post adopt service program and those services will be made available to families who adopt children from other countries. Specifically, a post adoption services web site is being developed collaboratively by the private adoption agencies under a private grant that will be made available to all adoptive parents, including those who adopt from foreign countries.

#### **XV. CROSS-JURISDICTIONAL RESOURCES**

##### **Final Report:**

The division, through the local county custodian or the adoption service provider has regularly requested assessment of identified families in other jurisdictions for individual children who are in need of placement. The child may initially be placed in that home as a foster care placement if that would expedite the child being placed in his/her eventual

permanent home. Within the state, children who wait are featured on a quarterly statewide adoption newsletter, which when successful, allows for placement of children across jurisdictions within the state. If statewide recruitment does not prove successful, and there are no prohibitions to placing the child out of state, the child will be registered on the Adopt US Kid's web site. When out of state families inquire as to a specific child or make a general inquiry, a procedure is in place to refer them to North Dakota's special needs adoption collaborative, to acquire their completed adoption assessment, and to make them aware of waiting children from our state.

### **Child and Family 5-Year Plan:**

The Division is working with Adopt US Kids to create a link between the Adopt US Kids web site and the ND DHS web site, that when completed, will provide a seamless link between the two regarding children featured on the site. This will allow for another avenue for those seeking families in other jurisdictions to access information on ND's waiting children. A policy statement, with required time frames, will be developed regarding levels of recruitment for children in care and their feature on the state and Adopt US Kids web site.

## **XVI. INDEPENDENT LIVING PROGRAM**

The Final Report for the Independent Living Program can be found beginning on page---- of the plan.

**The 5-year Independent Living Services Plan** is included in Child and Family Services Plan for 2005. A statewide committee for the development of the required State Chafee Independent Living Plan has been convened. Members of that committee includes four Tribal Social Services agencies, Charles Hall, Dakota Boys Ranch, UND Training Center, County Social Services, Casey Family Program and Regional Supervisor Representatives. This committee has developed a state policy for the Independent Living Program, which will ensure compliance with federal requirements and help consistency in the delivery of services across North Dakota.

We are looking at a continuum of services for youth in a variety of stages that will assist the transition from foster care to independent living. This continuum of care relates to scattered site apartments, supervised apartments, shared homes, specialized foster homes, transitional group homes, subsidized housing and supervised group settings/group homes.

North Dakota amended the Chafee Independent Living Plan and IV-B plan to include a voucher program for educational and training services for youth aging out of foster care. This would be for youth aging out of foster care (or youth adopted from foster care after attaining age 16) and have not attained the age of 21. Youth participating in the voucher program on the date they attain 21 remain eligible until age 23, while enrolled in a full-

time postsecondary education or training program and making satisfactory progress toward completion of that program.

Complete application process and regulation regarding the ILP Voucher system is available upon request or in the North Dakota Independent Living Plan.

#### North Dakota Unaccompanied Minors Program - Independent Living

North Dakota is currently providing Independent Living Program services to the unaccompanied refugee minor (URM) in foster care under the guardianship of Lutheran Social Services of North Dakota. Plans are in the process for developing and expanding the URM independent living services to all eligible youth. This includes traditional Independent Living Education/Training Voucher Program.

## **XVII. OTHER STATE PLAN REQUIREMENTS**

### **A. ICWA Requirements:**

The foster care system in North Dakota has a race code for all children in care. The current foster care manuals emphasize that parents, including Indian parents, foster parents, Tribes, etc. have the right to notice for any review or hearing related to a child in foster care. The court hearing notice to the Tribes is sent out from the court. Most Indian children in foster care are there through Tribal Court intervention. If a child comes into foster care through the state court system, the Tribe is provided notice and the opportunity to take jurisdiction.

The Department has entered into a contract with two of the Tribal Social Service Agencies to provide family preservation services to families living on the reservation. These contractual arrangements will continue for the next 5 years as long as funding is available. The Tribe has hired staff who are Indian and very familiar with the Tribal community and the cultural needs of the families.

Adoption specialists now serve on a regional foster/ adoption recruitment committee in each region that sponsors one. Local efforts are being made to recruit families that reflect the ethnic diversity of the children in that region. Additionally, the state administrator of adoption services and the director of the special needs adoption program also serve on a statewide recruitment task force addressing these issues.

Adoption specialists make regular contact with the tribes of children referred for adoption placement for which the Indian Child Welfare Act applies. These contacts are designed to elicit any suggestions the tribe may have for relative or tribal placement, or in the event that such placement cannot be found, their agreement with other alternative permanent placement options. The administrator of adoption services has met with the tribal child welfare directors to request feedback regarding ICWA compliance in

adoption cases. Adoption practice manual has been modified to mandate ICWA compliance.

#### **B. Comprehensive Child Welfare Information and Payment System:**

The CFS division has developed a Comprehensive Child Welfare Information and Payment System (CCWIPS). This information system will have the ability to track a child throughout the foster care and adoption services that the CFS division administers. CCWIPS will provide invaluable management information to CFS administrators and County Social Service agencies.

CCWIPS is a statewide system used in all 53 counties, eight regional human service centers and the state office. There are approximately 400 on-line users.

CCWIPS doesn't meet all of the Statewide Automated Child Welfare Information Systems (SACWIS) requirements the department has elected to halt development of a SACWIS System. CCWIPS currently reports federally required Adoption and Foster Care Automated Reporting System (AFCARS) data. It is also the intent of the CFS division to eventually report the detailed case component data for the National Child Abuse and Neglect Data Center (NCANDS). We will also report any information which becomes a requirement of the Child Abuse, Prevention and Treatment Act (CAPTA).

#### **C. Child Fatality Review Panel/Citizen Review Panel:**

The North Dakota Child Fatality Review Panel legislation was added as an amendment to the State's Child Abuse and Neglect Law and became operational in January of 1996. The CFRP is required to meet at least semi-annually to review the deaths of all minors and to identify trends or patterns in deaths of minors. The CFRP is responsible for making recommendations for changes in policy, practices, and law to prevent children's deaths. The Child Fatality Review Panel also will serve as the Citizen Review Committee. A copy of the Child Fatality Review Panel annual report will be included as a separate document. Please refer to this report for detailed information regarding child deaths in North Dakota

#### **D. North Dakota Head Start-State Collaboration Project:**

The federal supplemental funds are intended to help the overall goals of the Head Start-State Collaboration Office, which are to:

1. Assist in building early childhood systems and access to comprehensive services and support for all low-income children;
2. Encourage collaboration between Head Start and other programs and services (including health care, welfare, child care, education, family literacy, community services, services to children with disabilities and homeless children); and



3. Facilitate the involvement of Head Start in State policies, plans, processes and initiatives affecting the Head Start target population and other low-income families.

The Head Start-State Collaboration Project is charged with addressing nine priority areas:

- Improve the availability and affordability of quality child care
- Increase opportunities for children with disabilities
- Expand partnerships with school systems
- Strengthen family literacy services
- Promote access to timely health care services
- Support access for homeless children
- Collaborate with existing community services activities
- Encourage collaboration with welfare systems
- Support career development in early care and education

The Collaboration Office will continue to maintain and expand the interwoven support network throughout the state, programs, which provide services to low-income children and their families. The Collaboration Office will continue to develop and enhance the private/public partnerships needed to extend service to young children and their families. As additional private and public partnerships are identified, developed and strengthened.

State Collaboration grantees are charged with building collaborative relationships between Head Start and State programs in order to better meet the needs of low-income families and children. Major goals of the Head Start-State Collaboration Offices are to:

1. Foster working coalitions comprised of ACF staff, State officials, State Head Start Association members, Head Start program directors and staff, early childhood professionals, and professionals in other relevant disciplines;
  - a. Conduct a research evaluation to assess the effectiveness of the Head Start-State Collaboration Project in addressing the goals and objectives as indicated in the Federal contractual agreement.
  - b. Convene quarterly meetings of the Head Start-State Collaboration Advisory Council to foster working coalitions.
2. Serve as facilitators across the early childhood system in order to improve and expand services to participants in Head Start, child care, and State preschool programs;
3. Build the best possible linkages between local, community-based Head Start programs and State early childhood initiatives and policies.

The Head Start-State Collaboration Administrator serves on the Healthy ND Coordinating Council representing the Healthy North Dakota Early Childhood Alliance of the Governor's Initiative.

The Head Start-State Collaboration Administrator will continue to provide leadership on behalf of the Good Start, Grow Smart Initiative through the integration of early childhood systems with the professional development state plan, the development of the voluntary

early learning guidelines, and the Early Childhood Higher Education Consortium strategic planning process.

#### **E. Fatherhood Initiative:**

The Head Start-State Collaboration Administrator was instrumental in the development of the Dakota Fatherhood Initiative (DFI) which is a grassroots collaboration comprised of various programs and individuals from North and South Dakota who work with fathers in a variety of settings. Its primary objective is to promote responsible, involved fathering for the benefit and well being of children and families. We also believe that fathers themselves benefit from being involved in the lives of their children.

In order to begin the development of the Dakota Fatherhood Initiative, it was decided to plan a series of small conferences or “summits” over the course of a year to assess interest in issues related to responsible fatherhood, foster connections with a variety of interested stakeholders, and build capacity around an agenda of providing quality resources and programs to benefit fathers, families and communities.

The next Dakota Fatherhood Initiative Summit will be held October 2004 in Sioux Falls, South Dakota.

## **XVIII. TITLE IV-B SUB PART II SERVICE DESCRIPTION**

**The following Promoting Safe and Stable Families Services are funded in part with Title IV-B Sub-Part II Funds.**

- **Family Preservation Services and Time Limited Reunification Services**  
These services are designed to help families alleviate crisis that might lead to out of home placement of children; maintain the safety of children in their own homes; support families preparing to reunify; and, assist families in obtaining services and other supports necessary to address their multiple needs in a culturally sensitive manner. These services focus on family strengths and competency; safety and well being of children; they are intense and time limited.

Family Preservation Services and Time Limited Reunification Services funded with Title IV-B Sub-Part II funds during fiscal year 2005 will include the following:

- **Prime Time Child Care** provides temporary childcare to children of families where child abuse and/or neglect has occurred or is a risk. This service enables parents to attend services identified during assessment such as: addiction treatment and/or counseling services.
- **Respite Care** provides temporary childcare to families with disabled children, including chronically or terminally ill children, children with serious behavior or emotional problems and drug affected children. Respite care is intended to provide families, or primary care givers periods of temporary relief from the pressures of constantly caring for these children.
- **Parent Aide Services** is designed to improve parenting skills by reinforcing parents' confidence in their strengths and helping them to identify where improvement is needed and to obtain assistance in improving those skills. This service uses the relationship between the parent and the parent aide as a tool to encourage, teach, and assist parents.
- **Intensive In-Home Services** provides families, who have one or more children at risk of out-of-home placement, with intense crisis intervention services. Therapists work with families in their homes.
- **Tribal Child Welfare Services:** The Children and Family Services Division has a contract with two Tribal Child Welfare Agencies in the state to provide family preservation services. The Tribal Agencies provide the non-federal match for the Title IV-B funding. The services provided are Parent Aide and Intensive In-Home Family Services.

- **Family Support Services**

These are **community-based services**, which promote the well being of children and families and are designed to increase the strength and stability of families. The Title IV-B, Sub-Part II funds for family support are used to fund local Nurturing Programs. The Nurturing Program includes a 15 week series of classes which parents and children take together and provide a basis for the kind of parent/child relationship necessary to produce the next generation of healthy, responsible and self-supporting adults.

- **Administration**

10% of the total Title IV-B Part II will be set aside to aid in the planning and support services for promoting safe and stable families. A special emphasis will be to aid North Dakota Indian Tribes with IV-B and IV-E compliance issues and the implementation of Wraparound Case Management in the Child Welfare system.

- **Overall Funding**

In addition to Title IV-B Sub-Part II, funding for Promoting Safe & Stable Families Services comes from Title IV-B, Sub-Part I, and, state and local taxes. Funding for the Nurturing Programs, in addition to IV-B, Sub-Part II funds comes from the community based grants for the prevention of child abuse and neglect (CBCAP), children's trust fund, county funds, local cash match and in-kind match. Refer to the CFS-101 for the percentage break down of Title IV-B Subpart II funds for each service category.